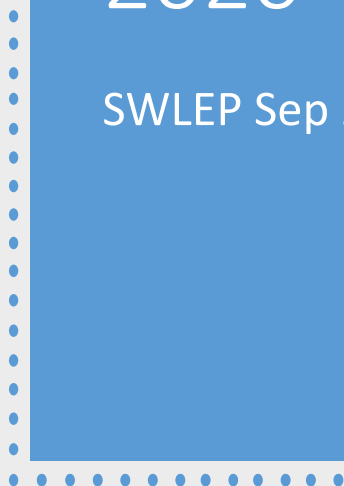
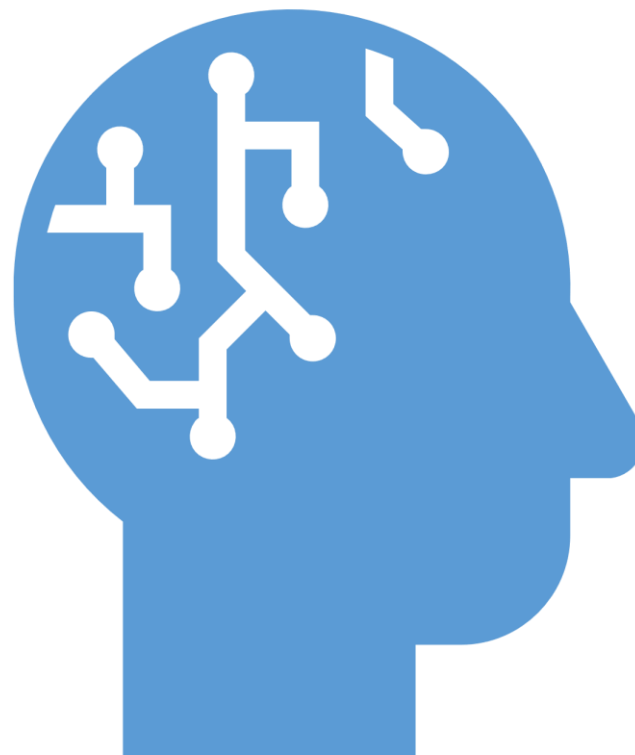




Labour Market Intelligence - July & August 2020

SWLEP Sep 2020



Intelligence reports are an important part of the Swindon and Wiltshire Skills Plan

PRIORITY 1: ADDRESS SKILLS SUPPLY AND DEMAND IMBALANCE



Intelligence

- Improve use of skills and labour market intelligence



Apprenticeships

- Achieve a step change in take-up and achievement of apprenticeships



Higher Education

- Meet the demand for high skill jobs, in particular those requiring STEM skills

PRIORITY 2: ENSURE INCLUSIVE GROWTH



Aspirations & Employability

- Raise aspirations and improve employability of under-represented groups



Employee Health

- Promote programmes to improve physical and mental health of employees



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What data do we have available



Business Register Employment Survey (BRES)
Workforce Jobs Series (WJS)
Annual Survey of Hours and Earnings (ASHE)
Labour Force Survey (LFS)
Annual Population Survey (APS)
Mid-Year Population Estimates



Job postings: 800,000 – 1m
postings harvested per month
Normalised job titles connected
through Emsi taxonomy to
occupations (SOC)
Skills data: hard and soft; current
and longitudinal (4 years)
Employers identified



LabourInsight

real-time LMI, with historic job
postings since 2012

40,000 data sources; extracting
70 different data points from job
ads

View the actual job
advert/posting that all reports
and data is based on

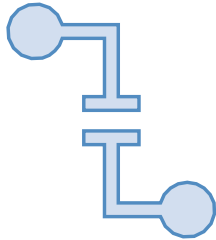
salaries against government data



Swindon & Wiltshire
LOCAL ENTERPRISE PARTNERSHIP

**UP TO DATE: E.G. ON 15 SEP, JOB
POSTINGS TO 14 SEP AVAILABLE**

Analysis based on online job postings data should be treated with care



Key characteristics of the job postings data:

- Real-time data, e.g. on 1 June, showing data up to 31 May
- Indicative, providing a sample of jobs
- More qualitative, providing 'colour and context'
- Rich detail, incl. job titles, locations, employers, skills – anything that's available in a job advert



Therefore:

- Treat with extreme caution
- Use as a starting point to identify potential trends
- Find other data sources to corroborate



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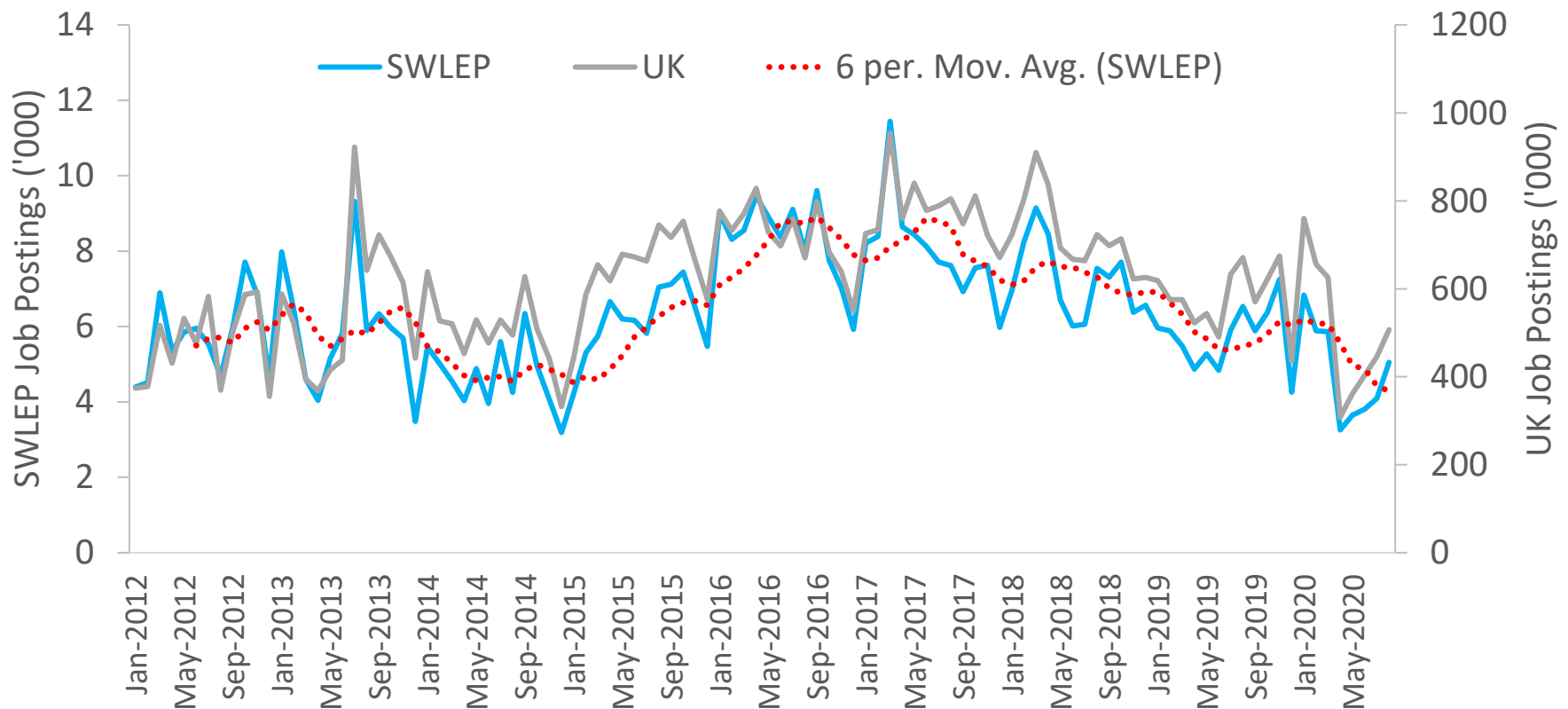
Coronavirus Job Retention Scheme (CJRS) Statistics

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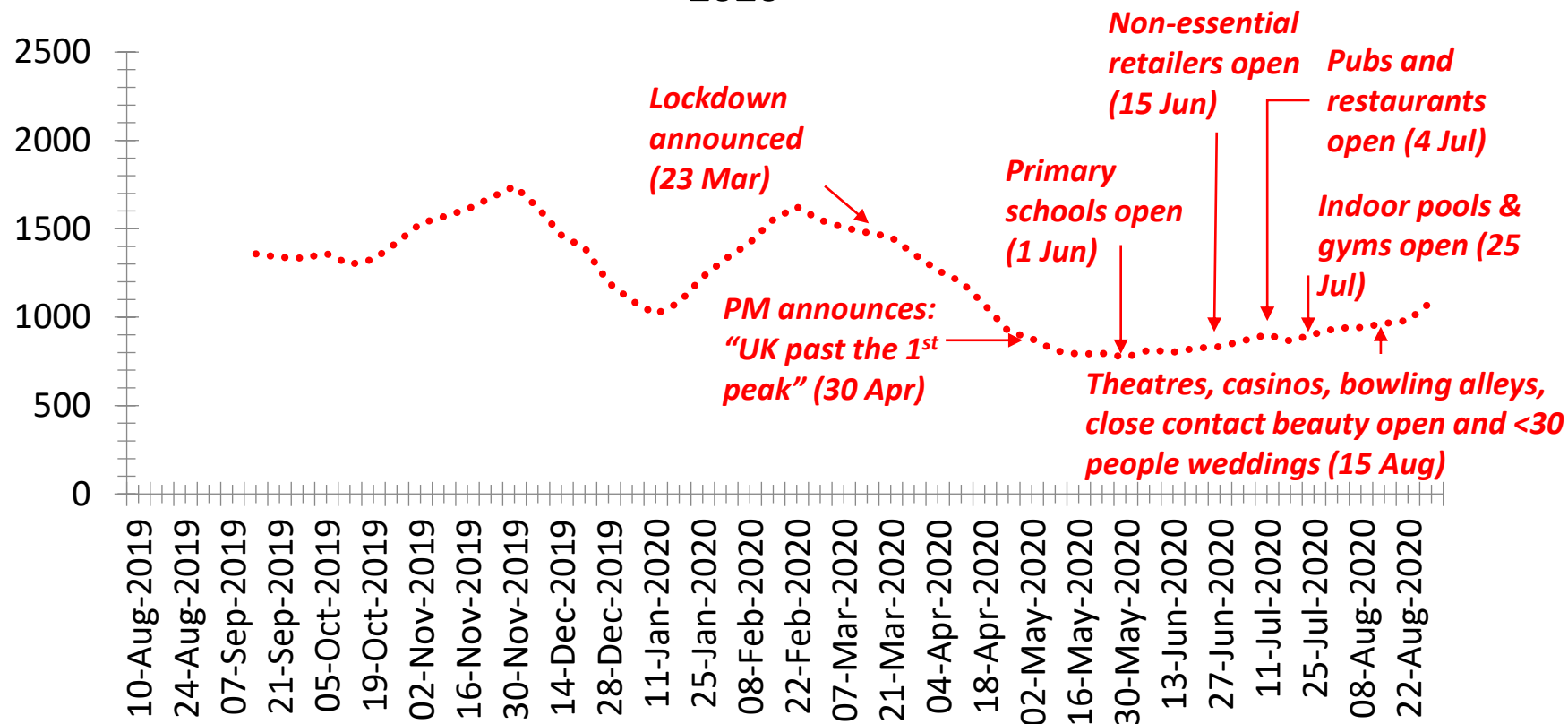
The job postings continue to rise – SWLEP recorded largest monthly increase since Mar

UK vs. SWLEP Job Postings, Jan 2012 - Aug 2020



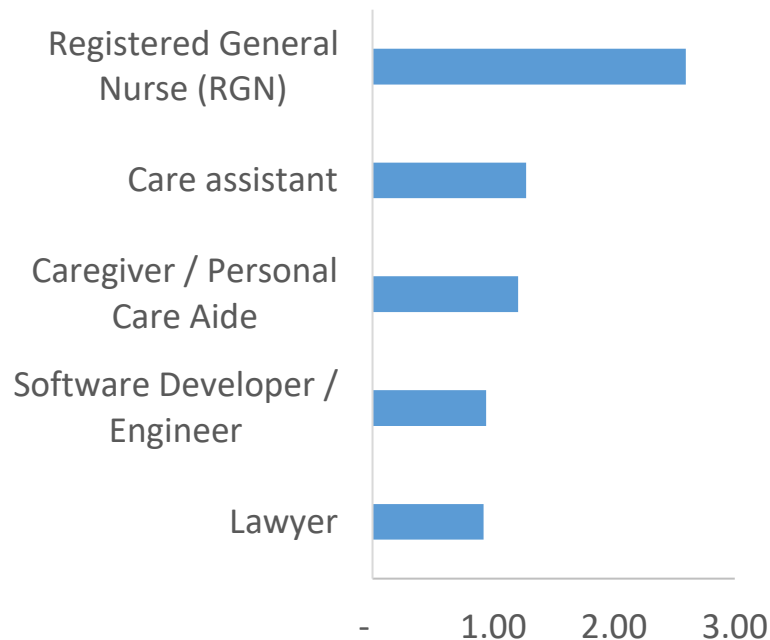
Vacancy shifts broadly in line with the lifting of lockdown measures

SWLEP Weekly Job Postings, 6-Week Trend, Aug 2019 – Aug 2020

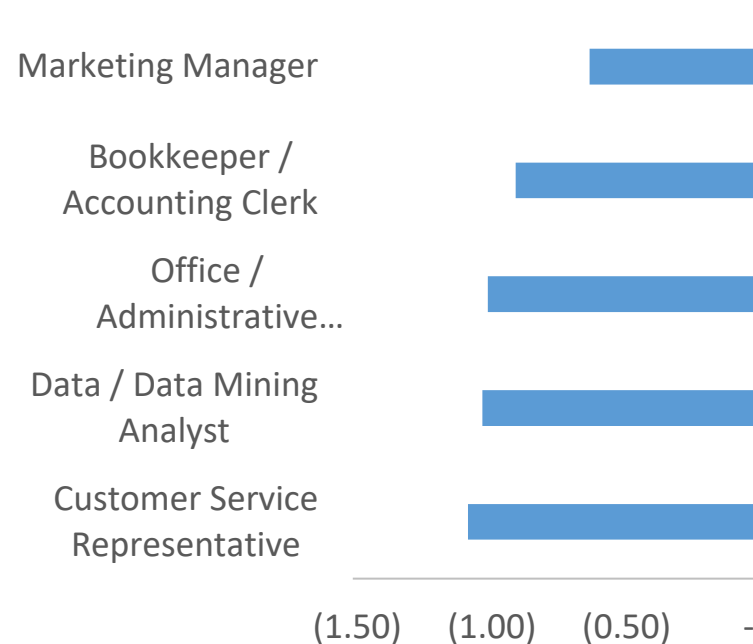


There were no major changes in August for the fastest growing or shrinking occupations...

SWLEP Top 5 Increasing Occupations
(% Total), Aug 2020 vs. Aug 2019,



SWLEP Top 5 Declining Occupations
(% Total), Aug 2020 vs. Aug 2019,

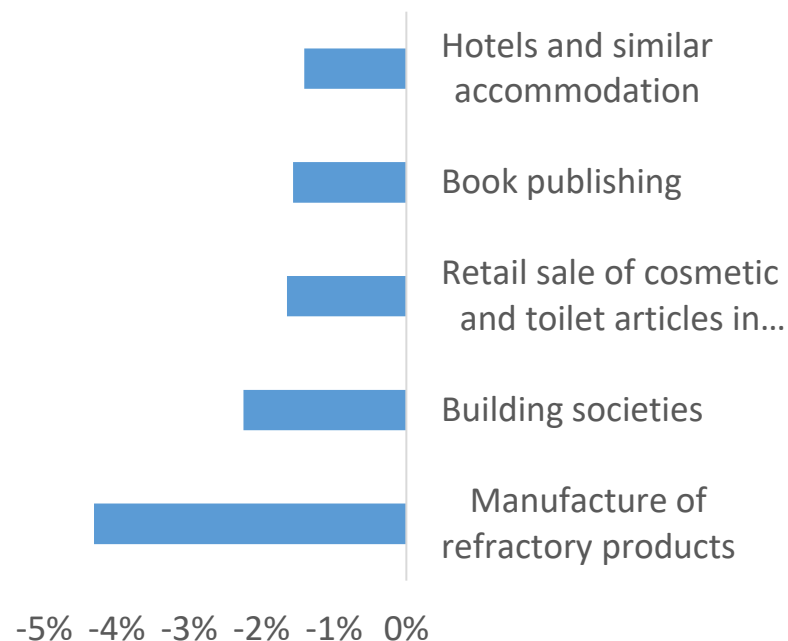


... or for industries...

SWLEP Top 5 Increasing Industries
(% Total Postings), Aug 2020 vs.
Aug 2019,

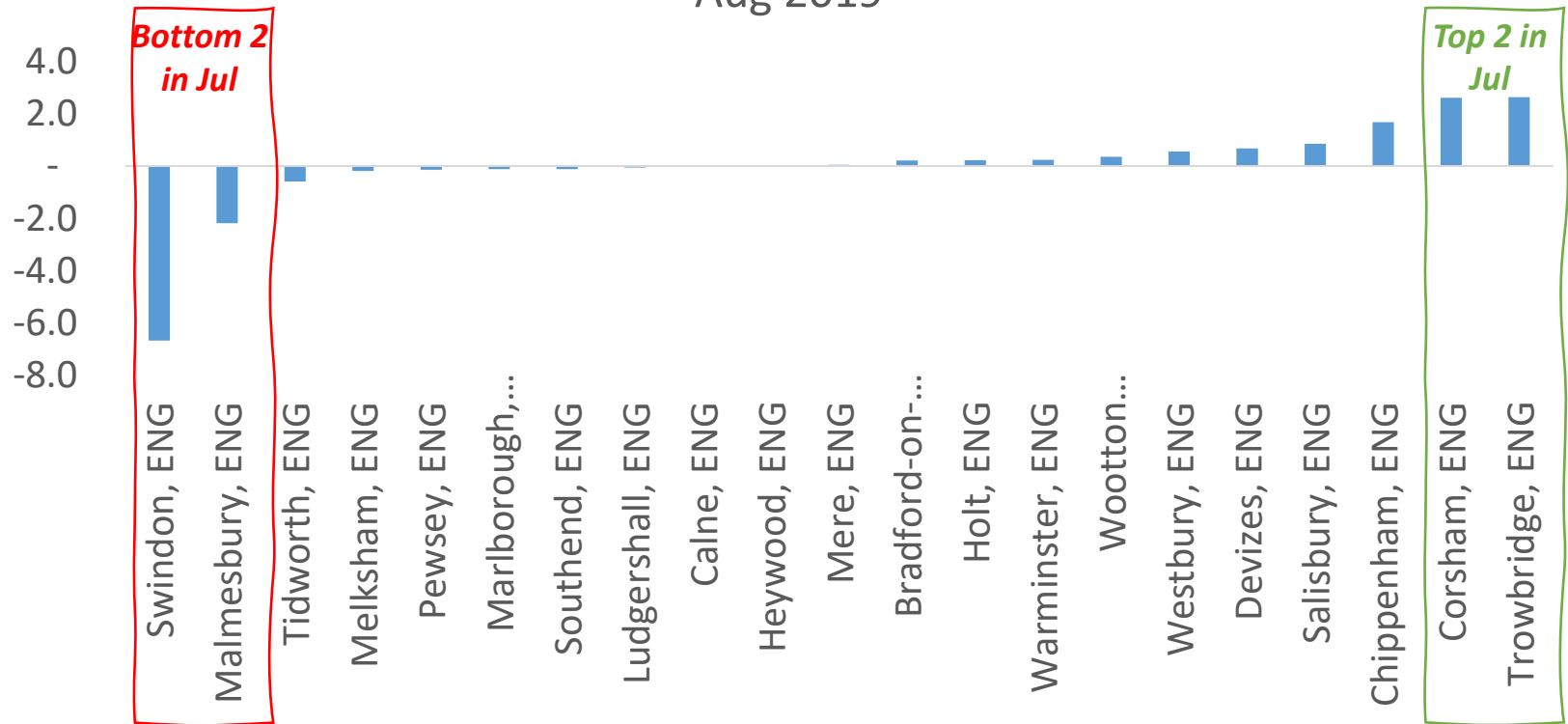


SWLEP Top 5 Decreasing Industries (% Total Postings), Aug
2020 vs. Aug 2019,



...or for towns

SWLEP Job Postings by Town, Change in % Total Aug 2020 vs.
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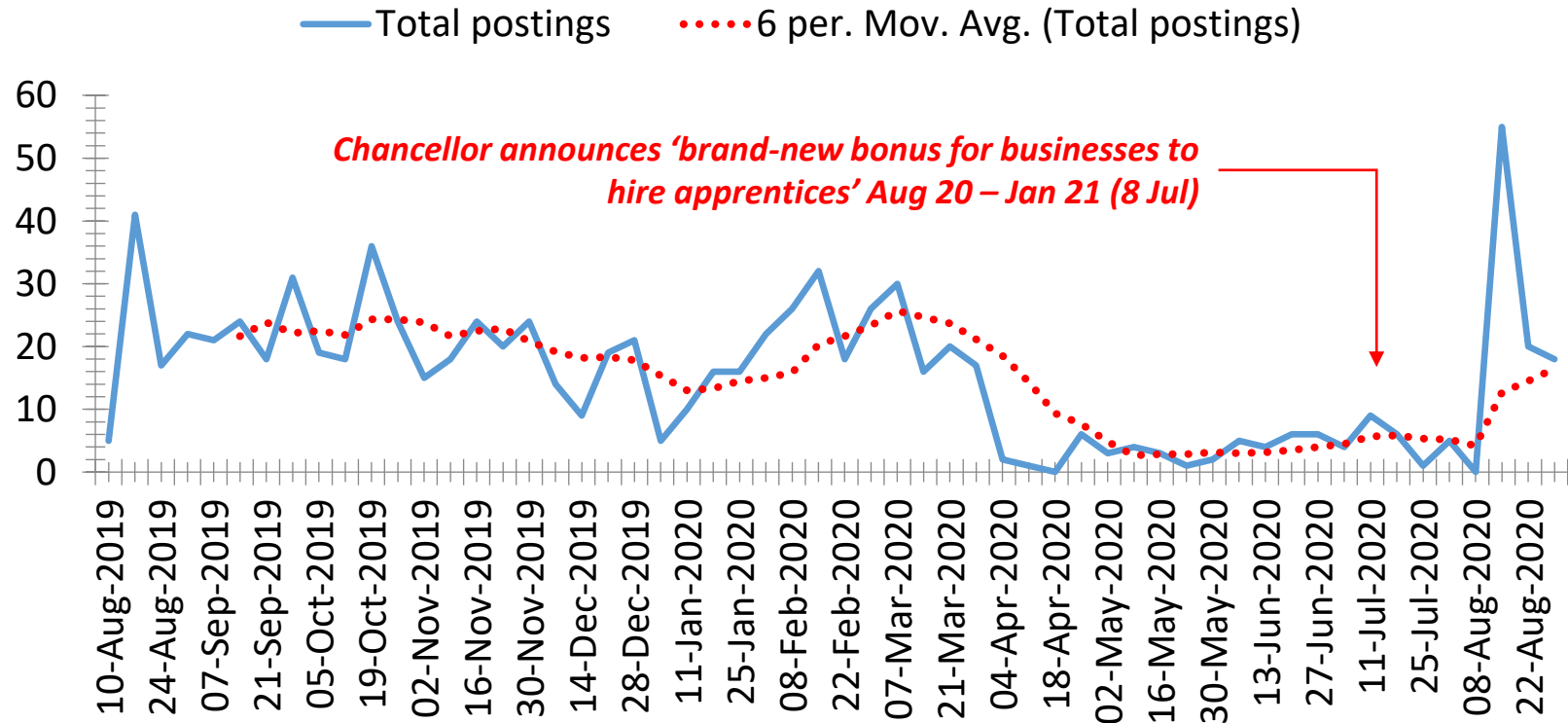
Coronavirus Job Retention Scheme (CJRS) Statistics

Self-Employment Income Support Scheme (SEISS) Statistics

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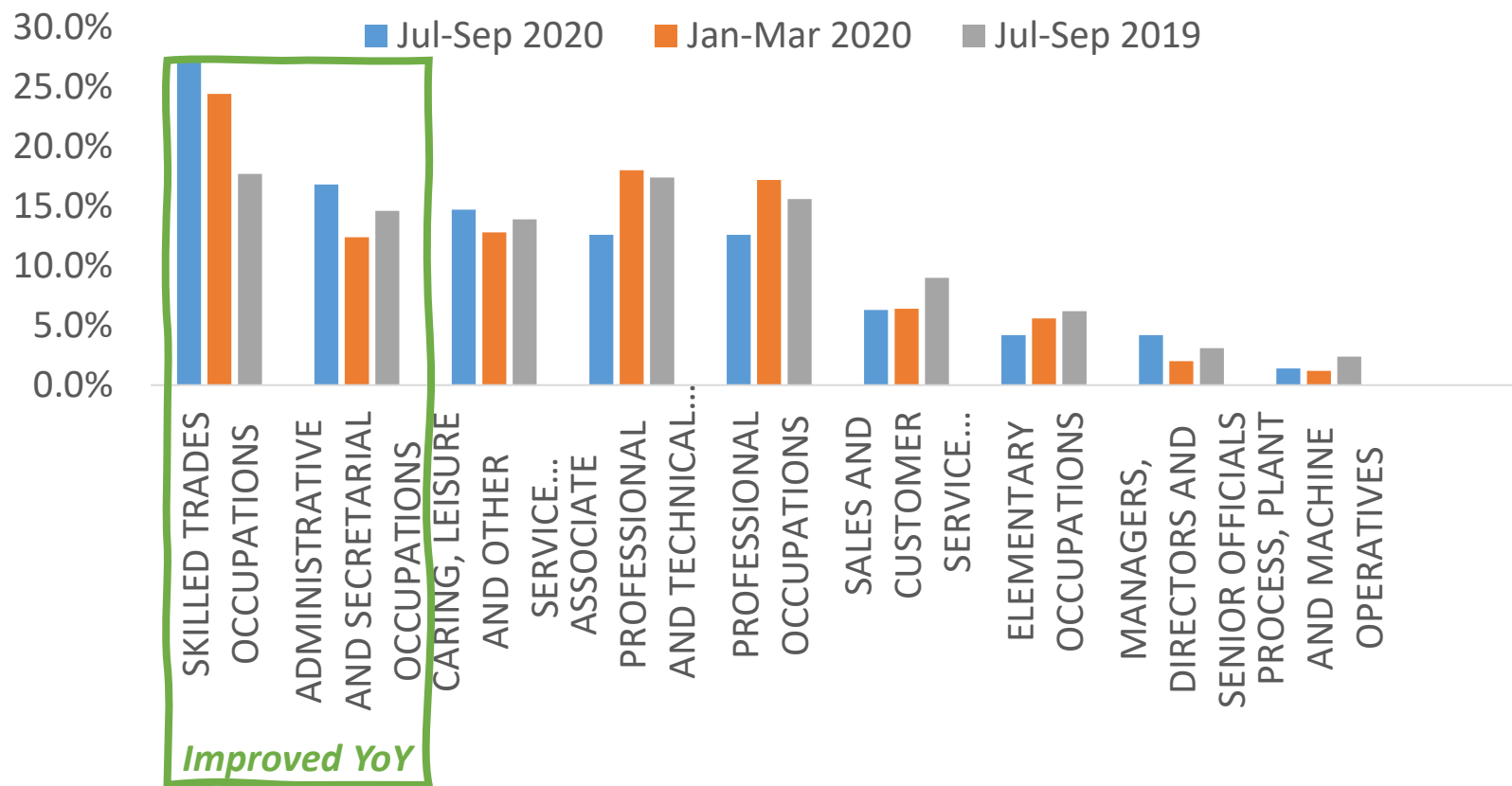
Apprenticeship vacancies show considerable uplift in Aug, in line with national average

SWLEP Apprenticeship Job Postings, Jul 2019 - Jul 2020



Two occupation groups are driving increases in SWLEP

SWLEP Apprenticeship Job Postings by Occupation Group



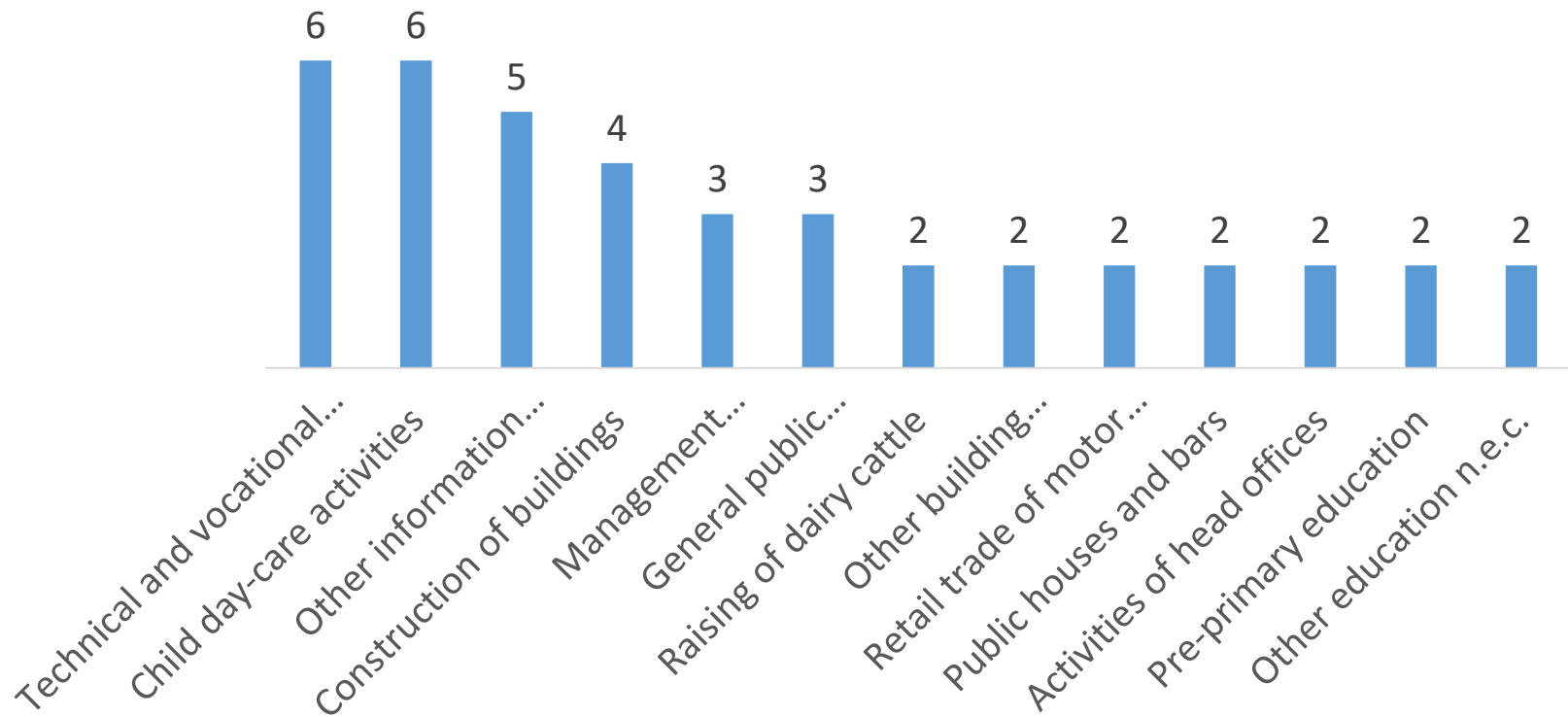
c. 40% of apprenticeship vacancies were in Swindon

SWLEP Apprenticeship Job Postings by Town, August 2020



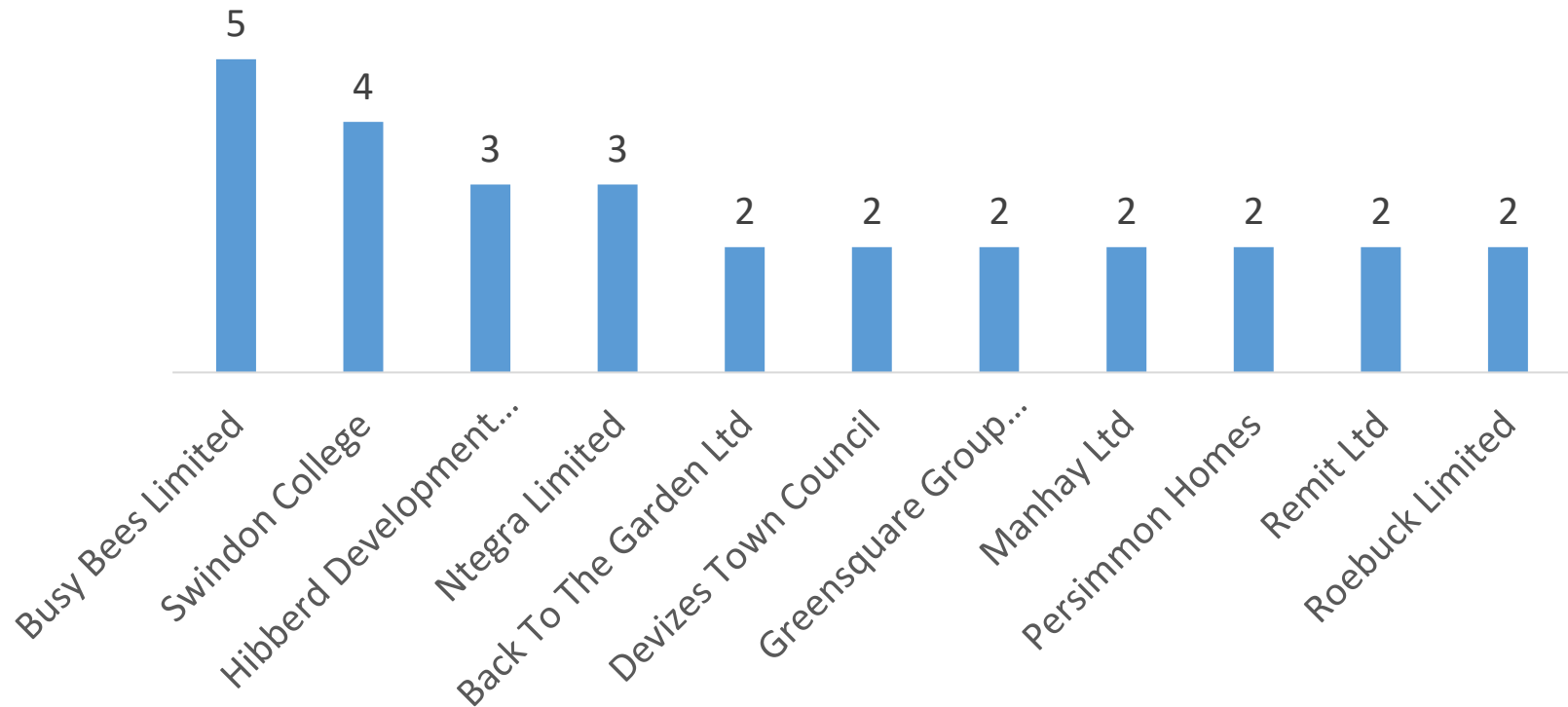
36 different sectors were recruiting , of which 13 had more than 1 vacancy

SWLEP Apprenticeship Job Postings by Industry, August 2020



70+ different organisations were recruiting for 94 apprenticeship posts in SWLEP in Aug

SWLEP Apprenticeship Job Postings by Company, August 2020



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- How are we using this data?

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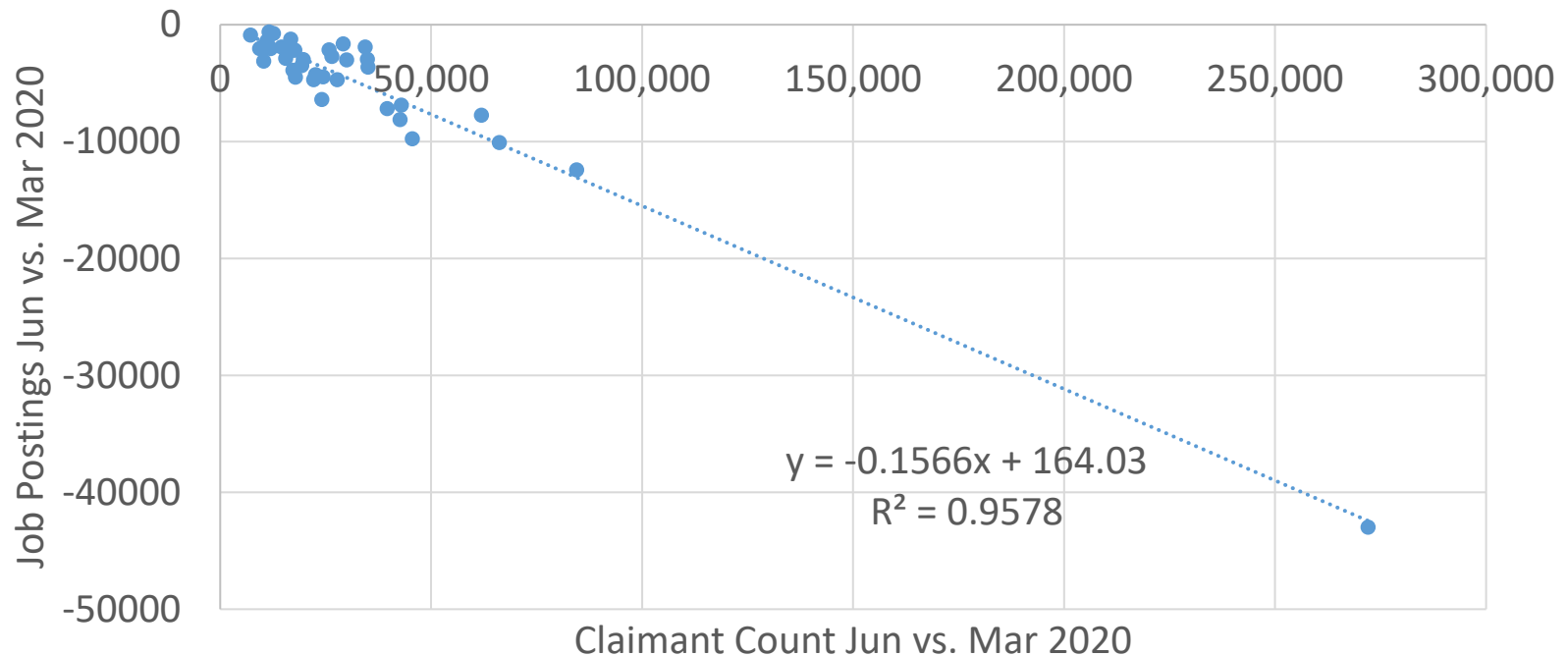
Self-Employment Income Support Scheme (SEISS) Statistics

HR1 Data



There is a strong correlation between change in claimants and change in job postings

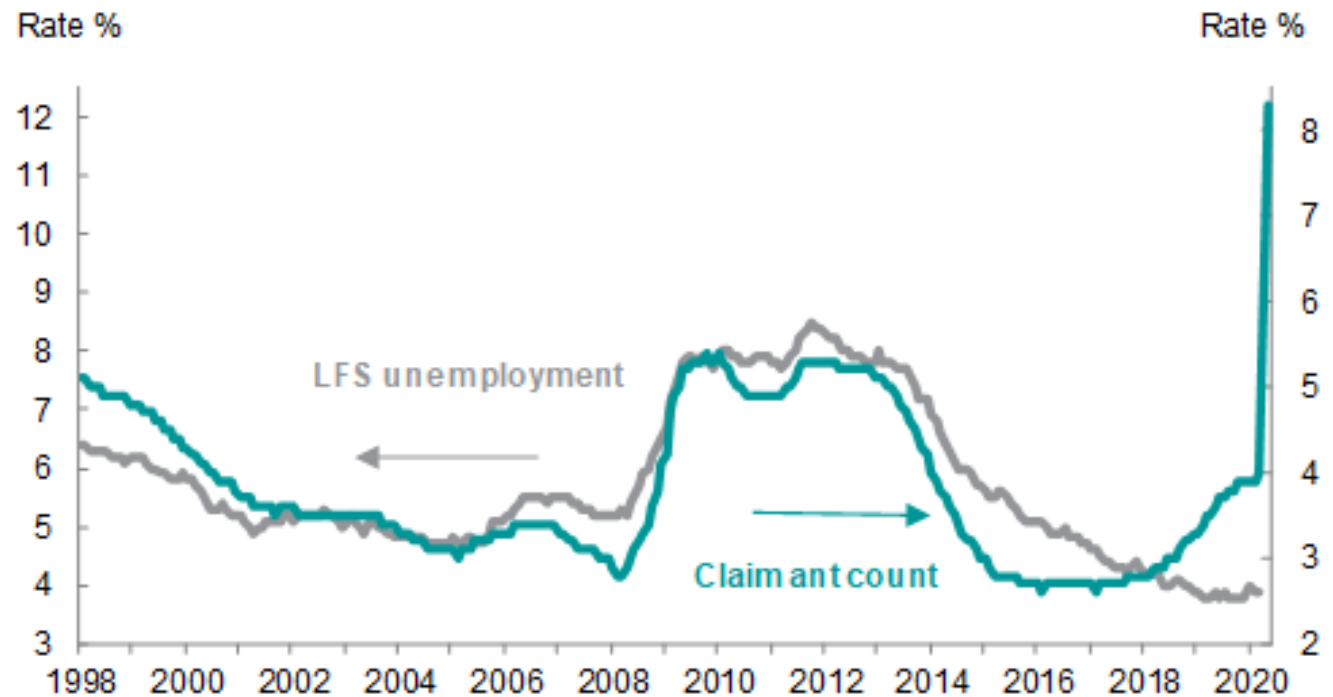
Change in Claimant Count vs. Change in Job Postings, June vs. March 2020, by LEP



Claimant count can be used as a lead indicator for unemployment

- Unemployment ILO official definition: individuals without a job but actively seeking employment in the last 4 weeks
- Unemployment rate holding because of increases in economic inactivity, with people out of work but not currently looking for work

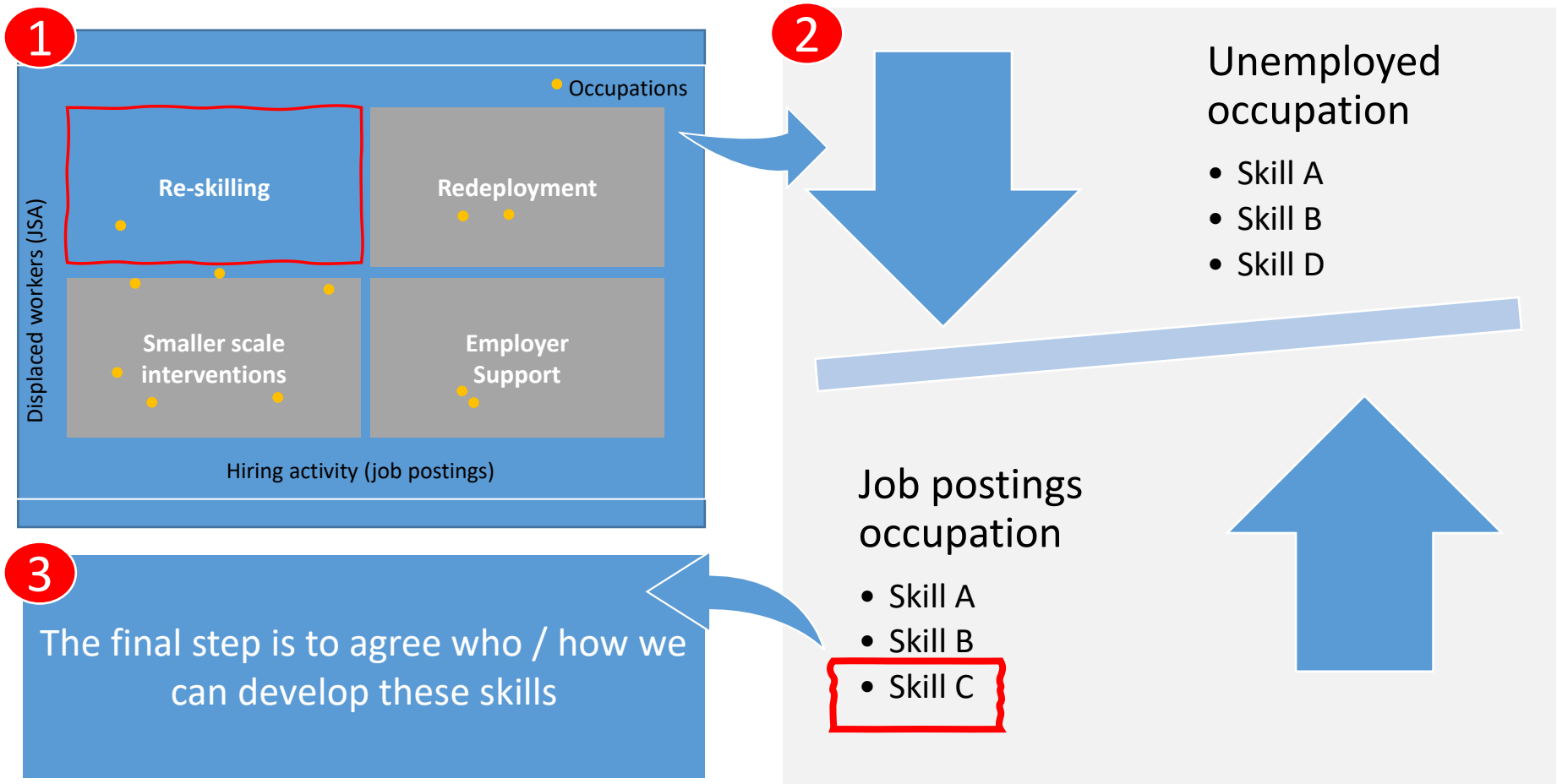
UK claimant count and unemployment rates compared



Source: IHS Markit ONS.



We can also use online job postings data to make reskilling more efficient



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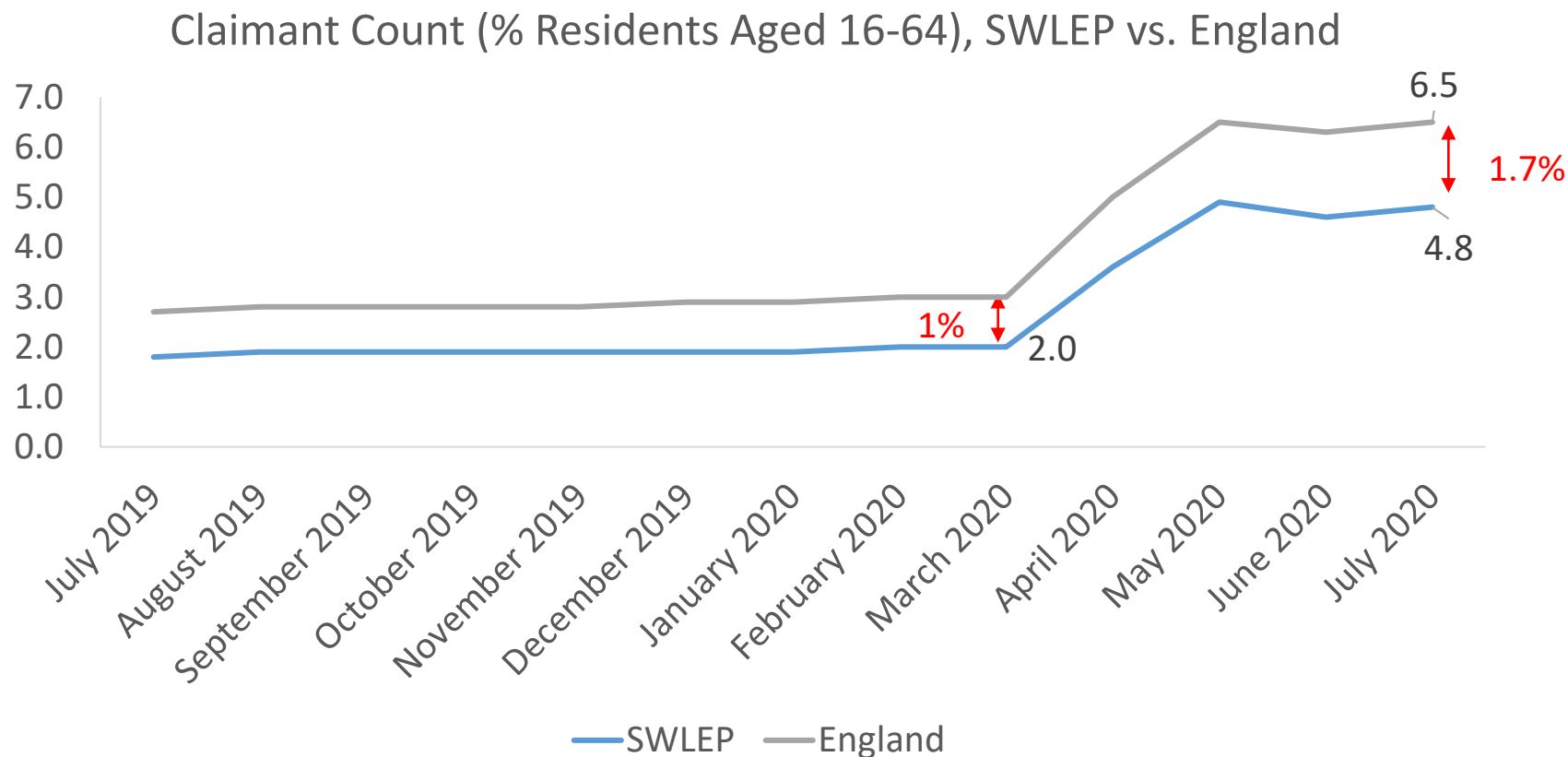
Claimant Counts

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SWLEP still reporting lower proportion of claimants than the England average...



...however, 16-24-year olds in SWLEP have been more affected than in England overall

Claimants Aged 16-24 (% All Claimants)



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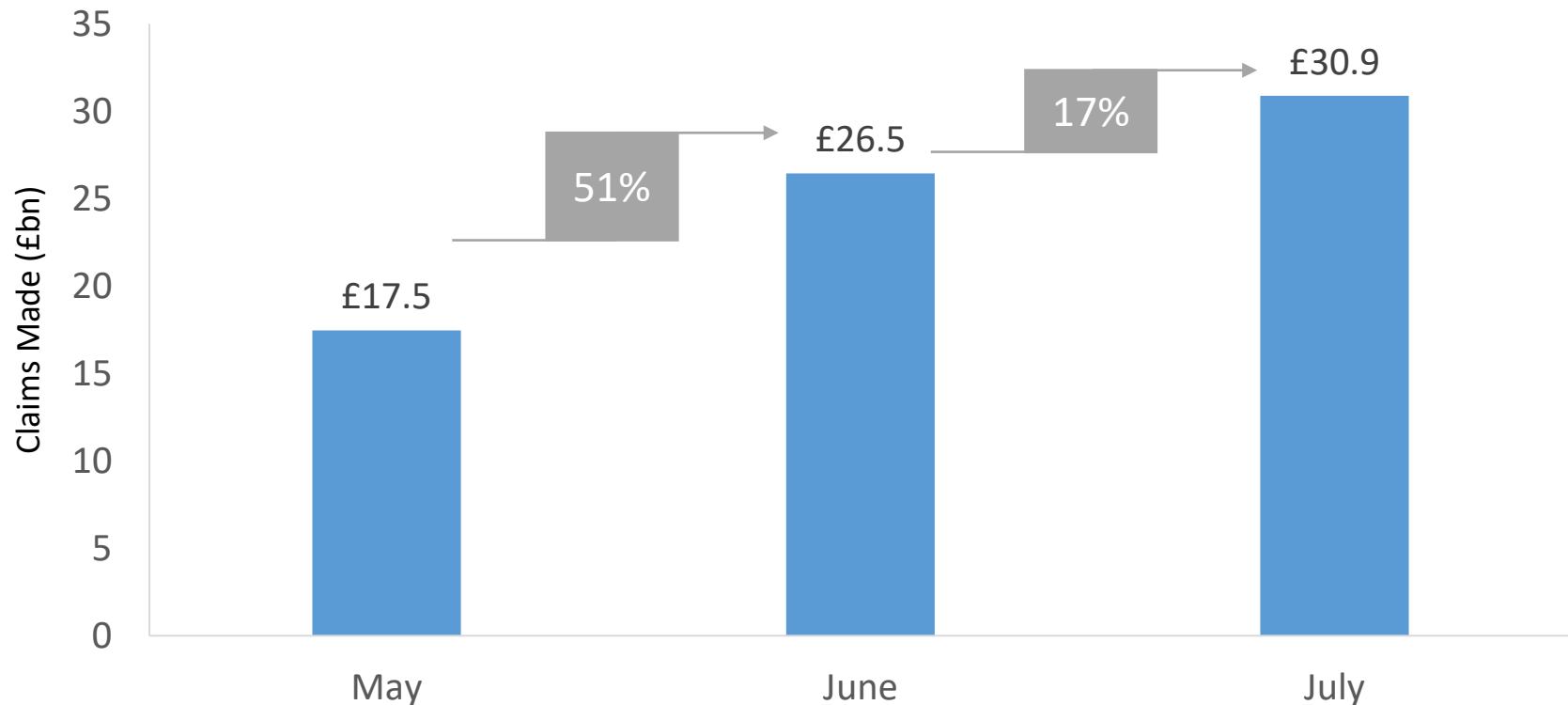
Coronavirus Job Retention Scheme (CJRS) Statistics

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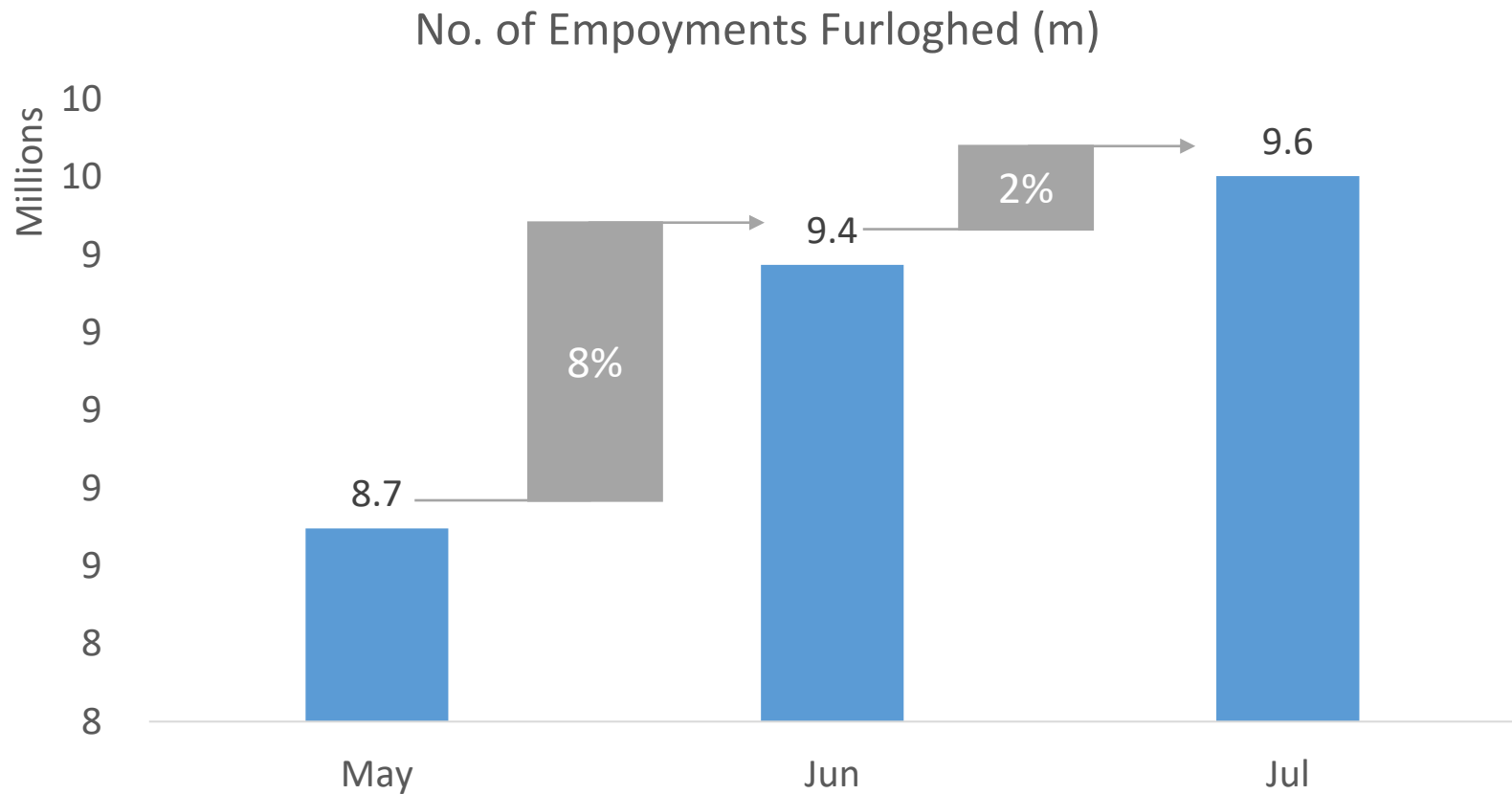
HR1 Data

The value of CJRS claims continued to increase in July, but at a slower rate...

CJRS Value of Claims Made (£bn)



...in line with the number of furloughed staff

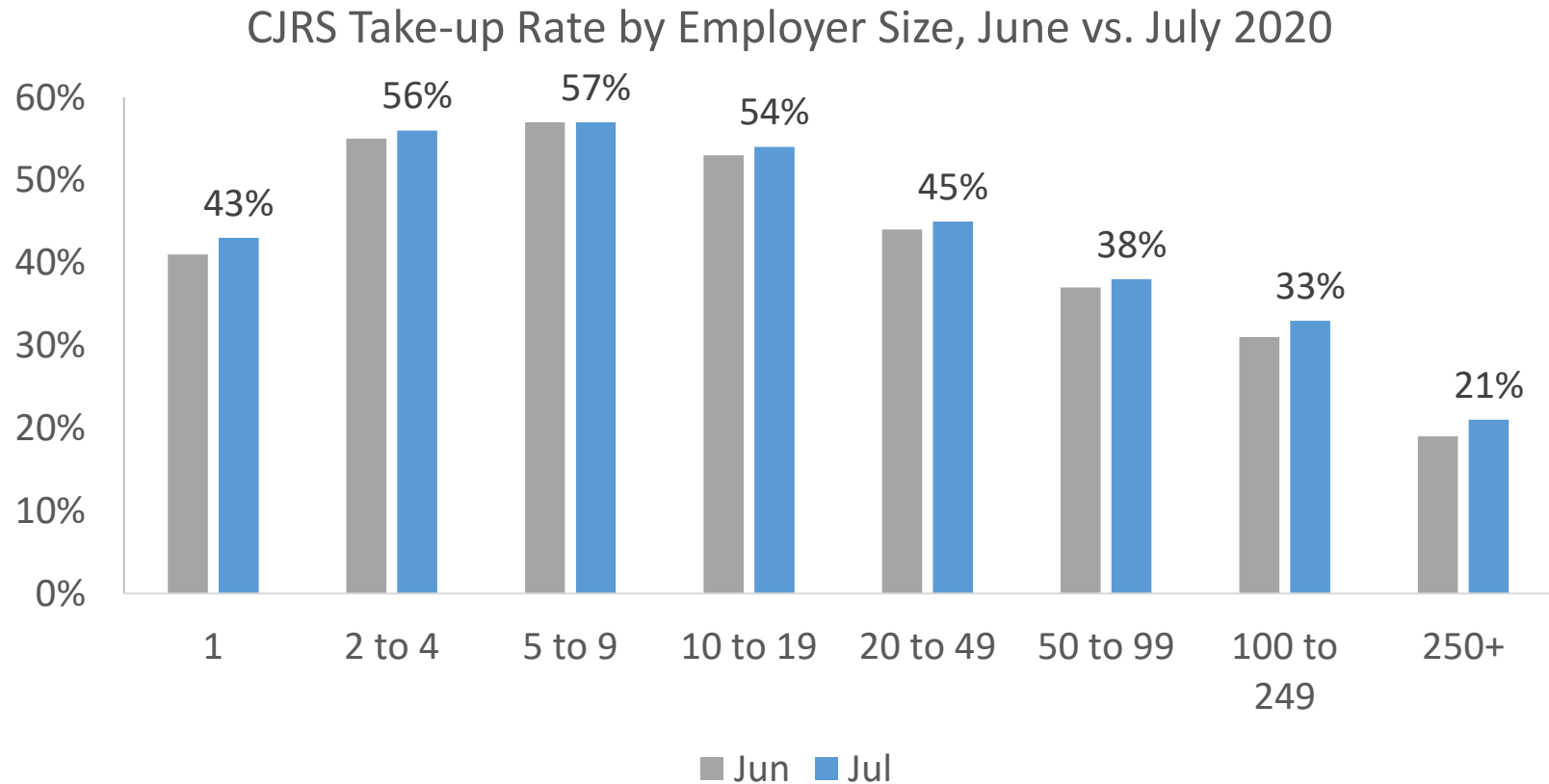


Scheme take-up rate increased slightly in Jul across the sectors...

CJRS Furloughed Employment Take-up Rate (% Eligible), June vs. July 2020, by Sector

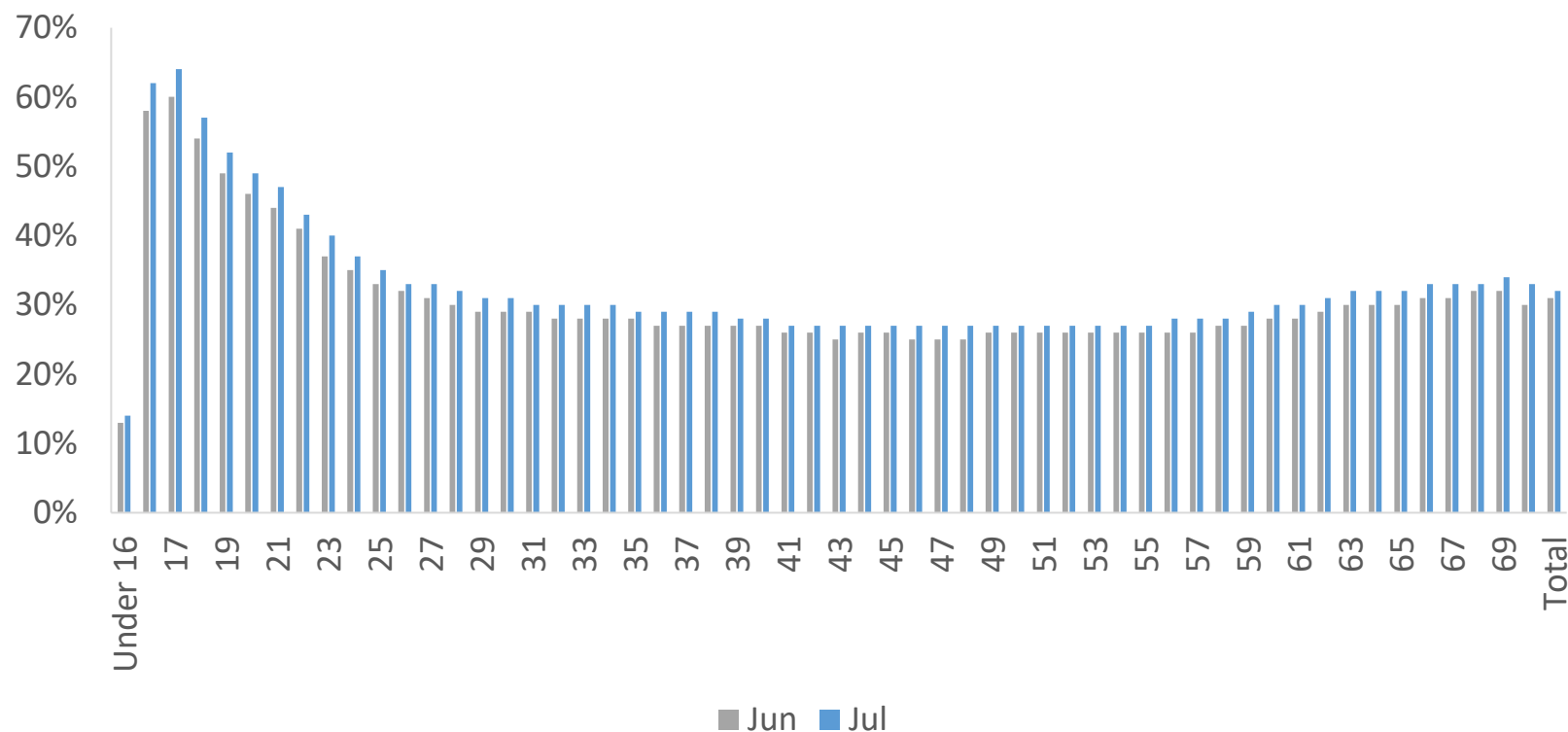


... and across the sizes, with smaller firms continuing to report higher rates...

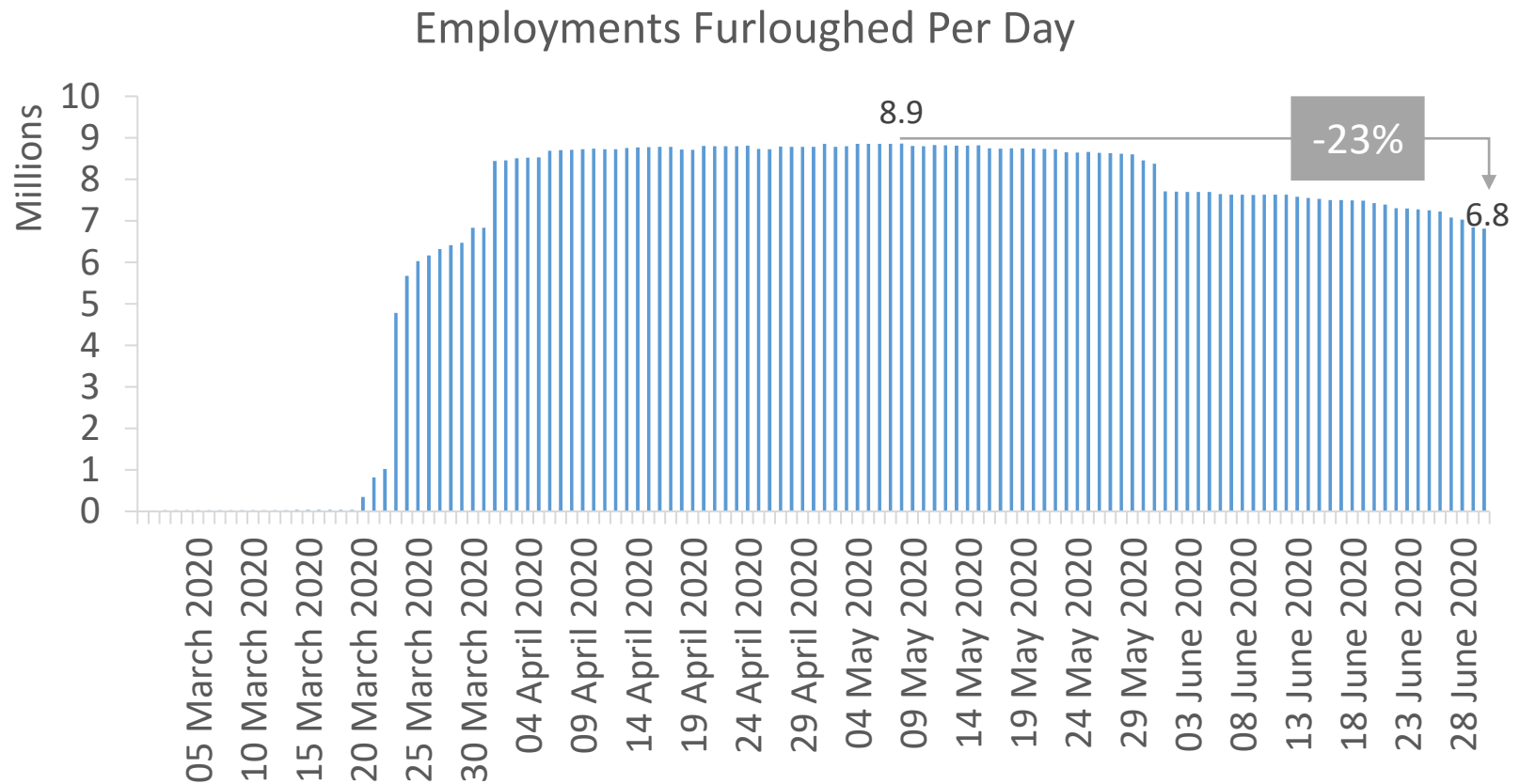


...with younger people continuing to be most affected

CJRS Take-up Rate by Age, June vs. July 2020

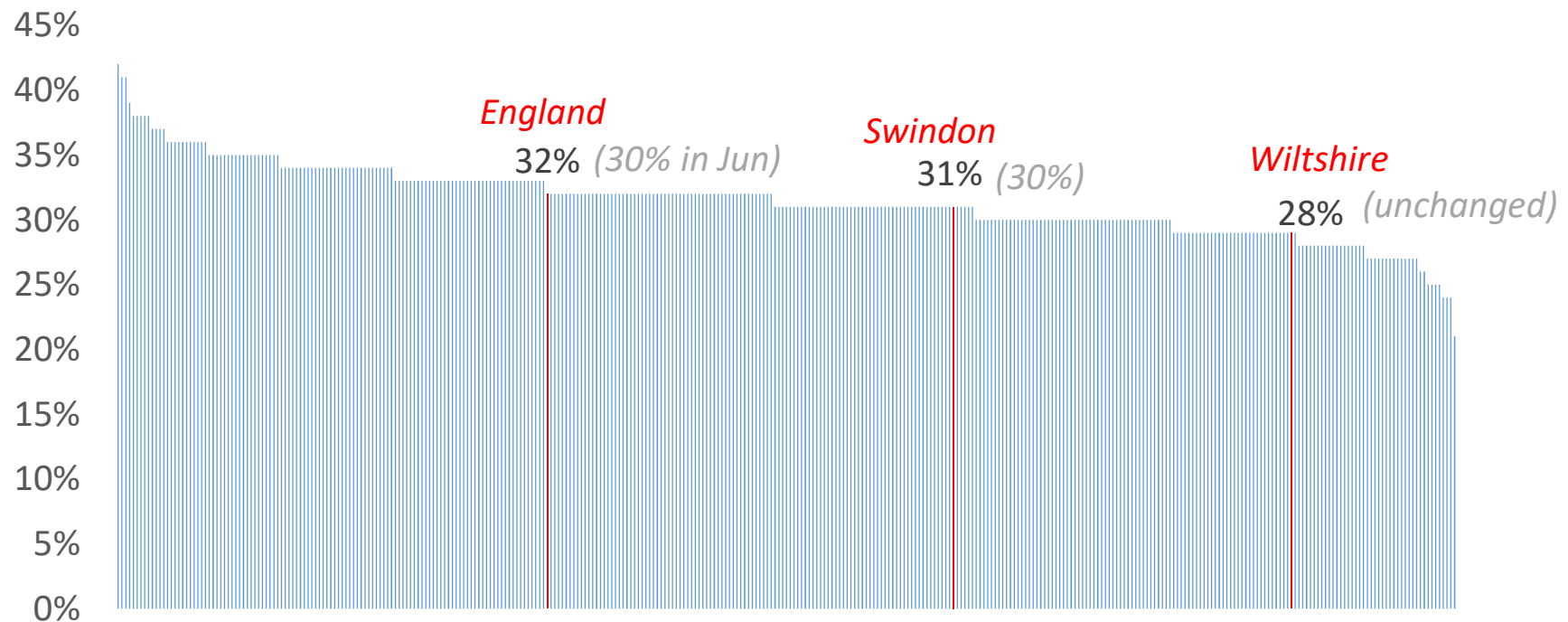


However, the daily number of employments furloughed peaked in early May at 8.9m



Both Swindon's and Wiltshire's CJRS take up rates were below the national average in Jul

CJRS Take-up Rate by County, District & Unitary Authority up to 31 July



The scheme is now beginning to wind down

	March-July	August	September	October
Government contribution: employer NICs and pension contributions	Yes	No	No	No
Government contribution: wages	80% up to £2,500	80% up to £2,500	70% up to £2,187.50	60% up to £1,875
Employer contribution: employer NICs and pension contributions	No	Yes	Yes	Yes
Employer contribution: wages	-	-	10% up to £312.50	20% up to £625
Employee receives	80% up to £2,500 per month	80% up to £2,500 per month	80% up to £2,500 per month	80% up to £2,500 per month

From 1 July, employers can bring furloughed employees back to work for any amount of time and any shift pattern, still claiming CJRS grant for the hours not worked



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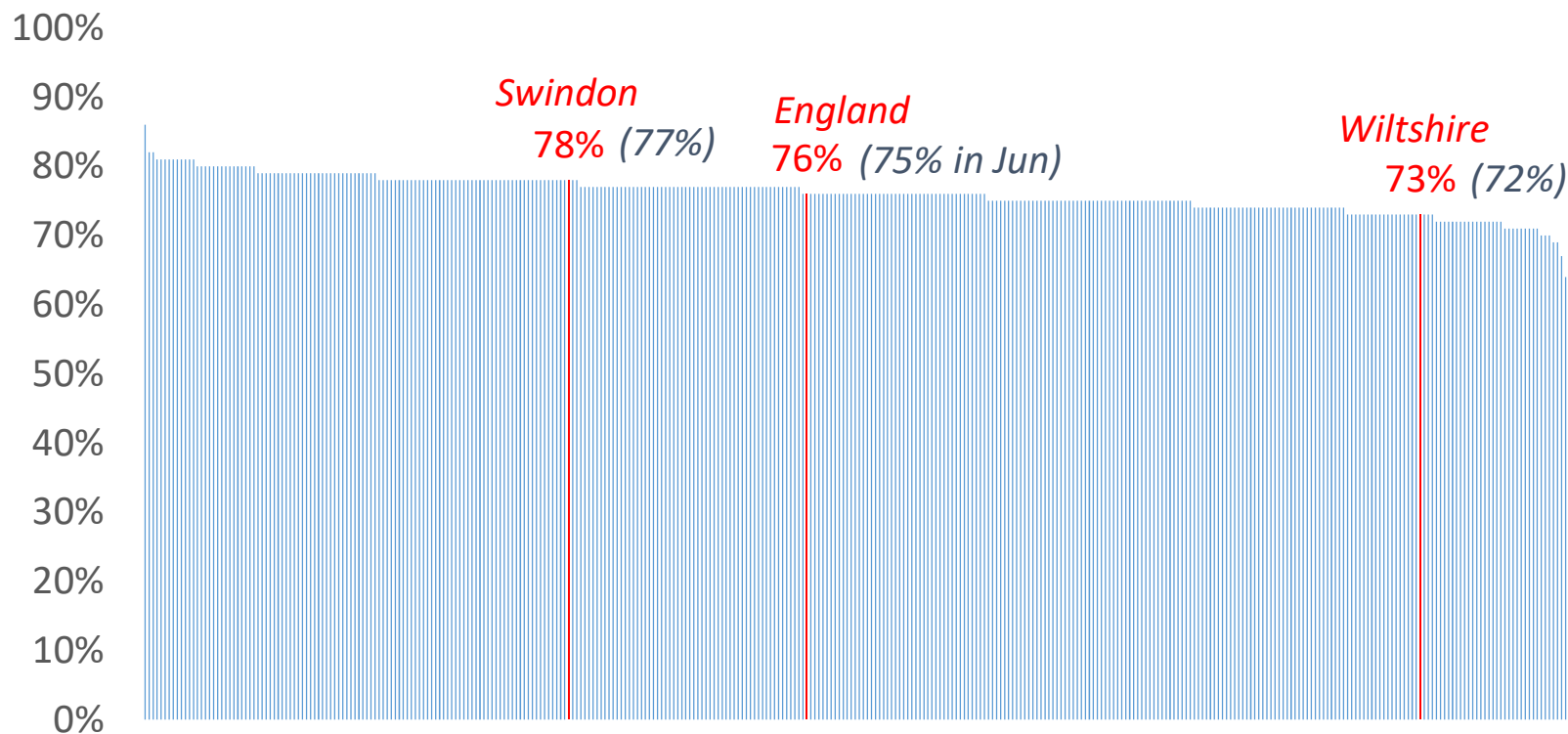
Self-Employment Income Support Scheme (SEISS) Statistics

HR1 Data



More self-employed in Swindon taking up SEISS than in England overall or Wiltshire

SEISS Take-Up Rate by LA / County /Region, July 2020



More than 2.7m people (2.3m in England) have claimed £7.8bn by the end of Jul



Swindon & Wiltshire

LOCAL ENTERPRISE PARTNERSHIP

Source: ONS Data, SWLEP Analysis

Second stage of SEISS opened for applications 17 Aug 2020

Grant worth up to £6,570

Eligibility criteria same as for the first grant:

- trading profits of no more than £50,000
- making up at least half of their total income

Scheme closes on 19 October 2020



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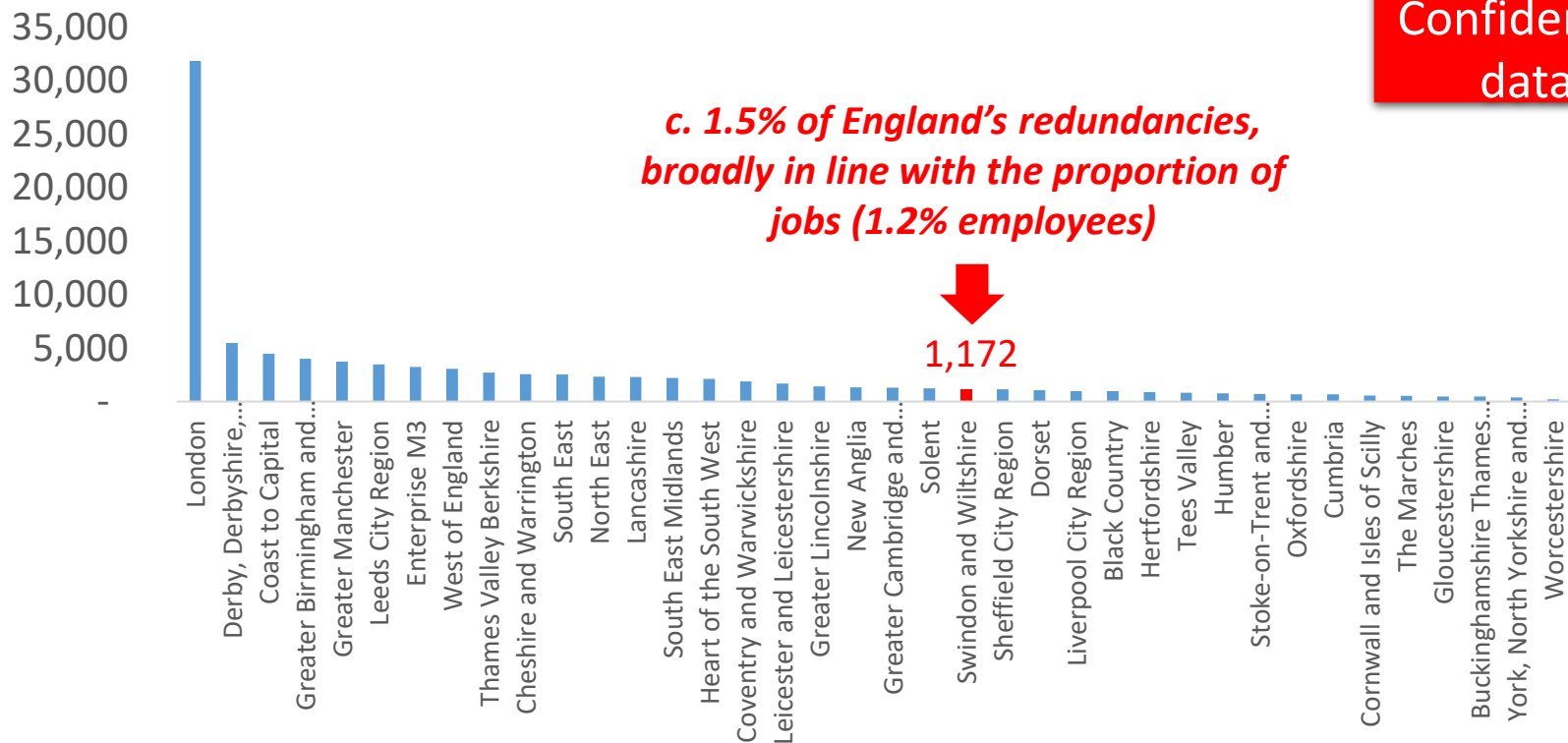
HR1 Data

HR1 data gives an indication of future redundancies at larger organisations

Statutory requirement	<ul style="list-style-type: none">• For the government to assist employees facing redundancy
Employers	<ul style="list-style-type: none">• Required by law to notify the Insolvency Service's Redundancy Payments Service of potential redundancies via HR1 Form
Numbers	<ul style="list-style-type: none">• Proposal to dismiss 20 or more employees as redundant at one establishment
Multiple sites	<ul style="list-style-type: none">• If an organisation operates more than one site, must complete a form for each site where 20 or more redundancies are proposed
Timescales	<ul style="list-style-type: none">• Notification must be made within a period of 90 days or less
Furlough	<ul style="list-style-type: none">• Does not affect furloughed staff, unless >20 are likely to be dismissed

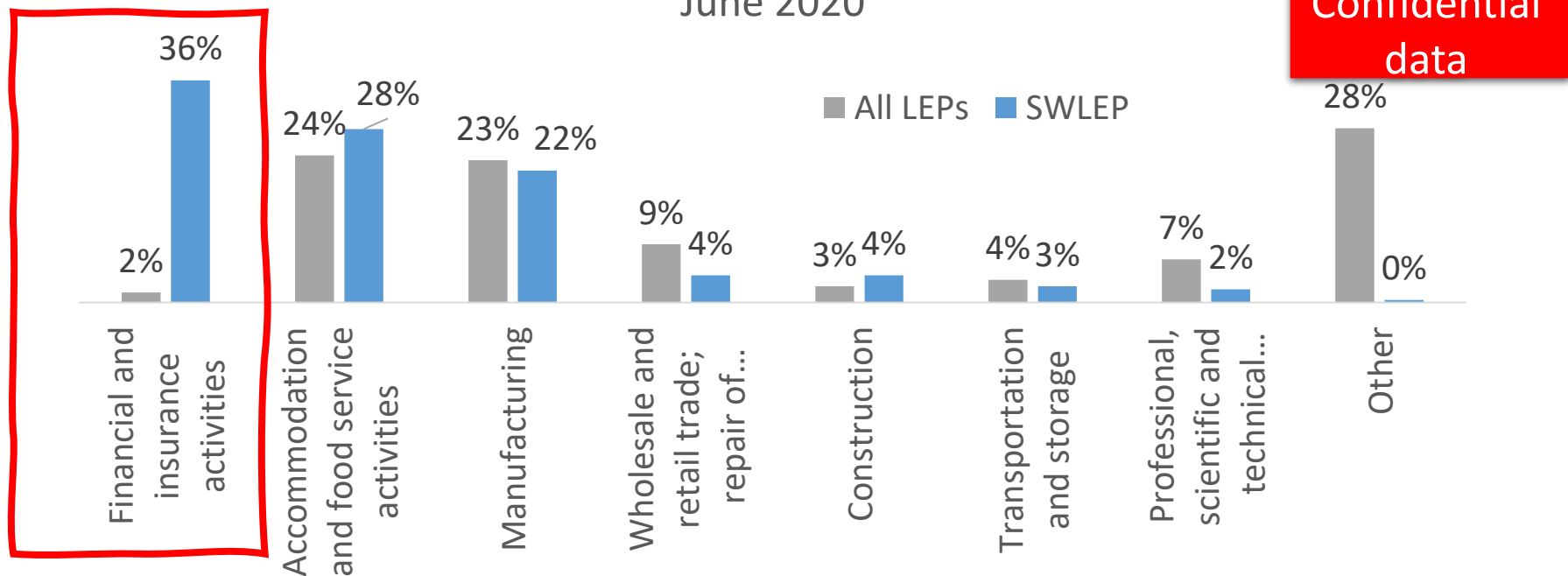
In June, SWLEP's larger employers notified government of less than 1,200 redundancies

No. of Notified Redundancies by LEP, June 2020



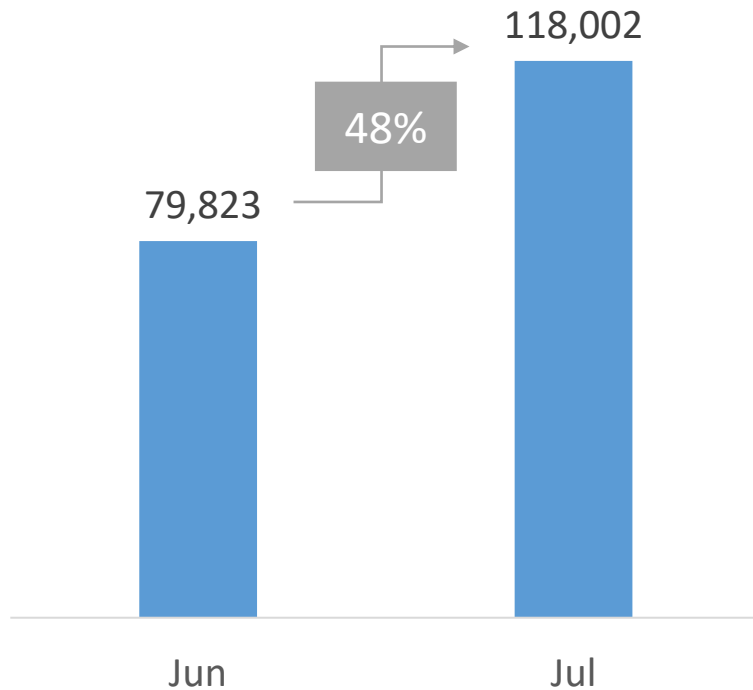
SWLEP reported a large proportion of Financial service redundancies in June

No. of Redundancies by Sector, SWLEP vs. England Average, June 2020

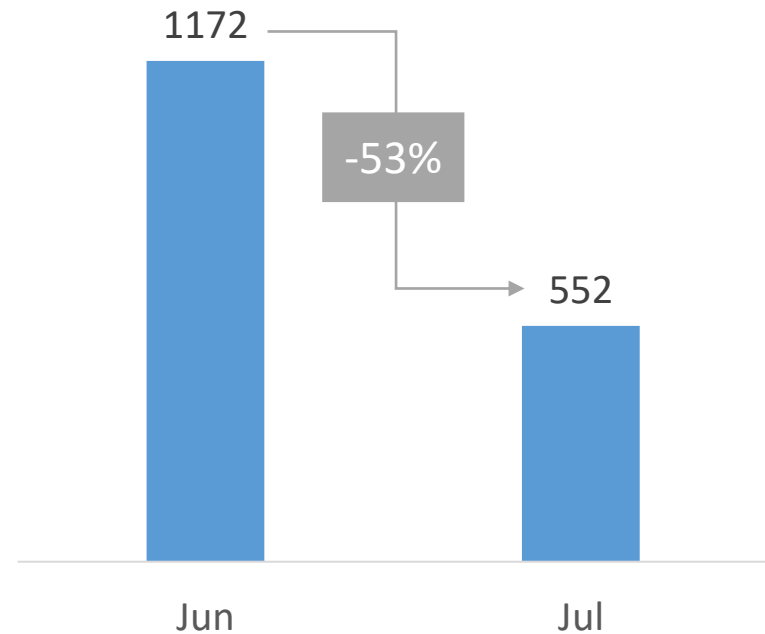


Redundancies increased in July for England, but SWLEP's were about half of Jun levels

England HR1 Redundancies

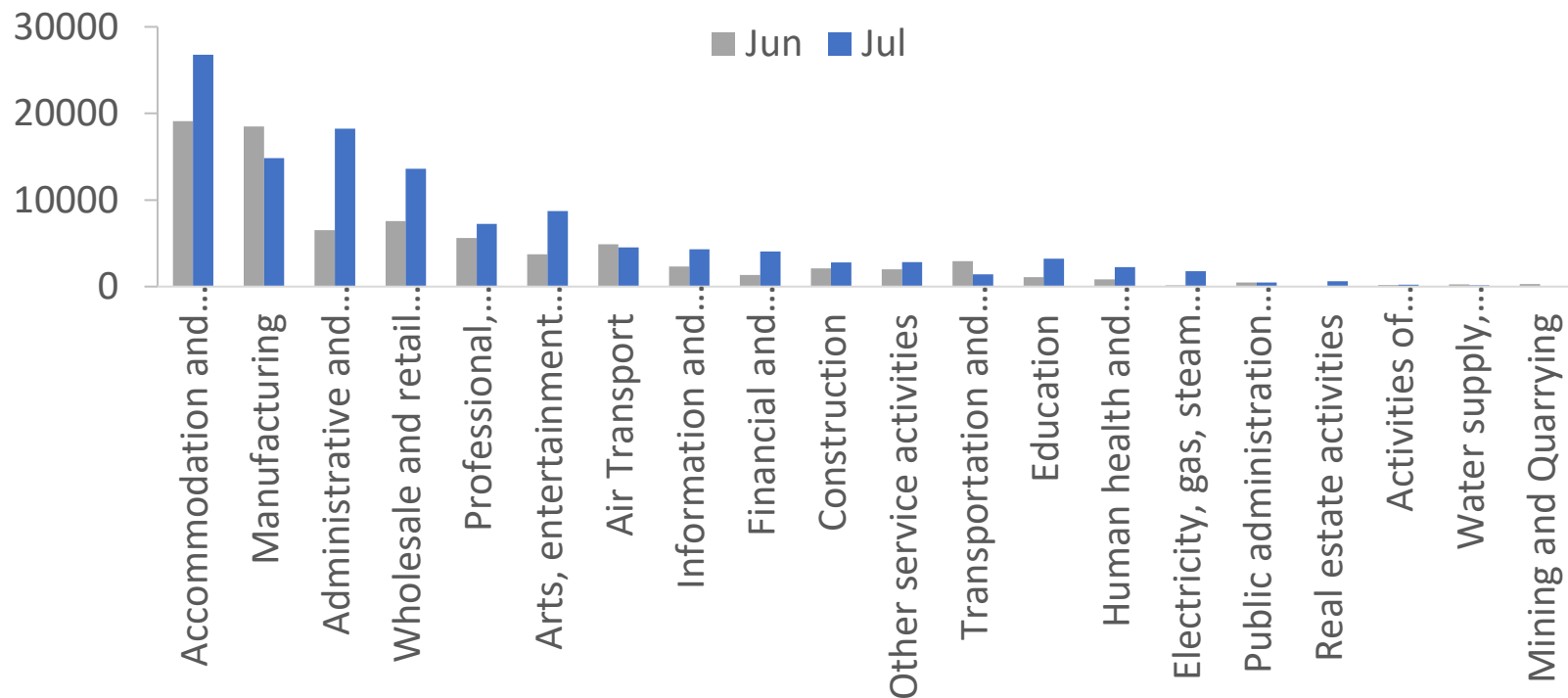


SWLEP HR1 Redundancies, Jun vs. Jul



Nationally, most sectors saw rises in Jul

England HR1 Redundancy Notifications



Only 4 sectors reported lower levels in July: Manufacturing; Transportation & Storage; Water Supply, Sewerage, Waste Management & Remediation Activities; Mining and Quarrying



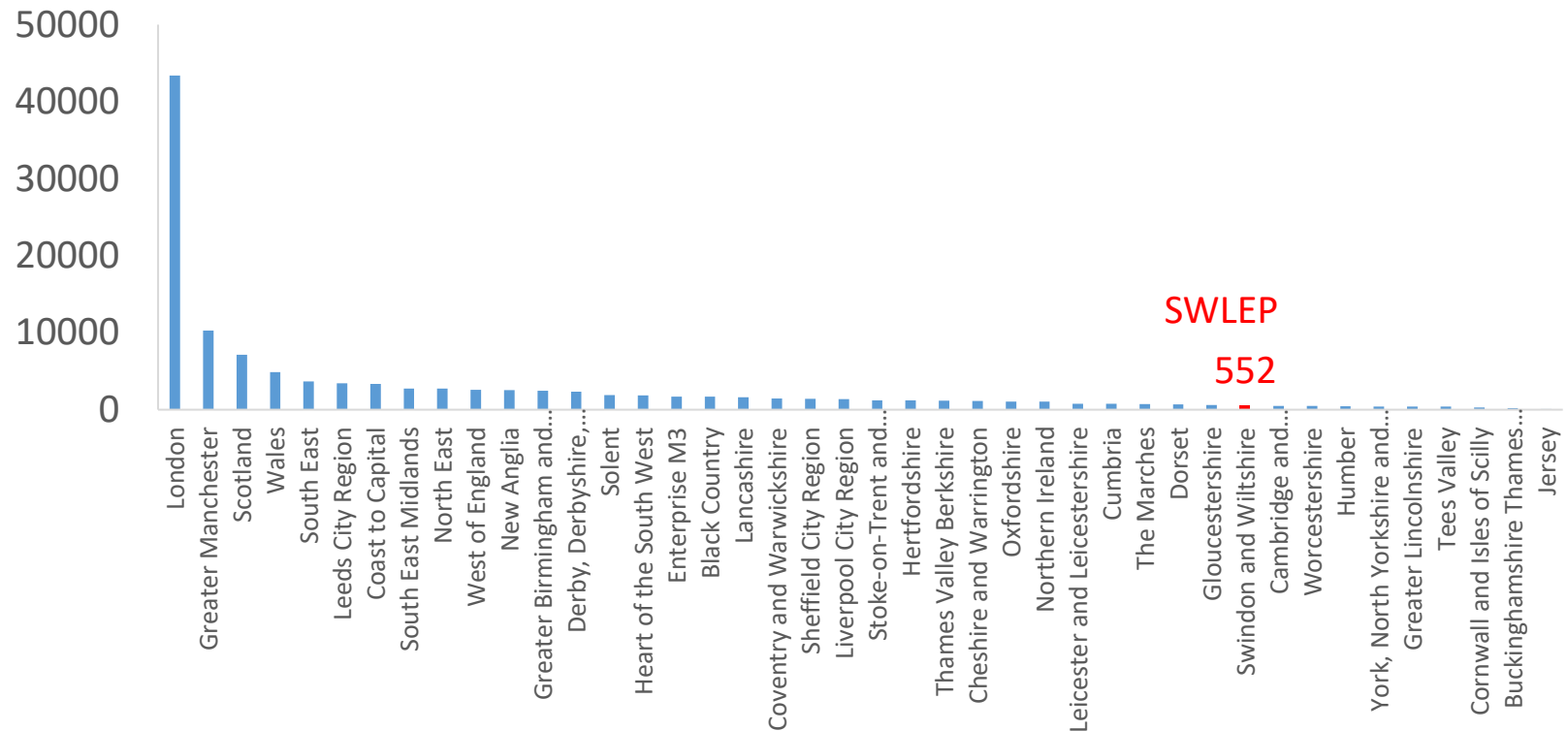
Swindon & Wiltshire

LOCAL ENTERPRISE PARTNERSHIP

Source: Insolvency Service Data, SWLEP Analysis

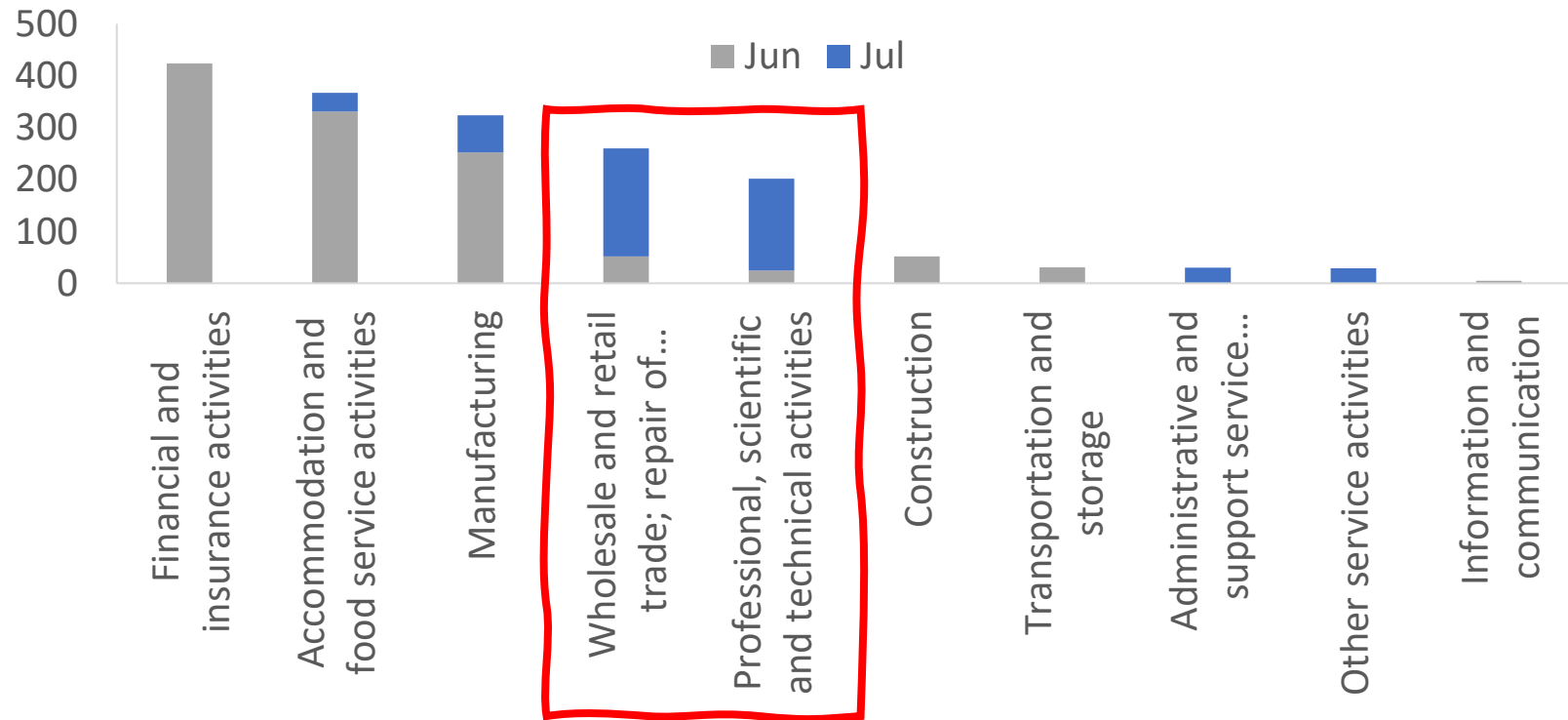
SWLEP was responsible for c. 0.5% of Jul redundancies

July 2020 HR1 Redundancies by LEP



SWLEP's Wholesale & Retail and Professional Services reported most redundancies in July

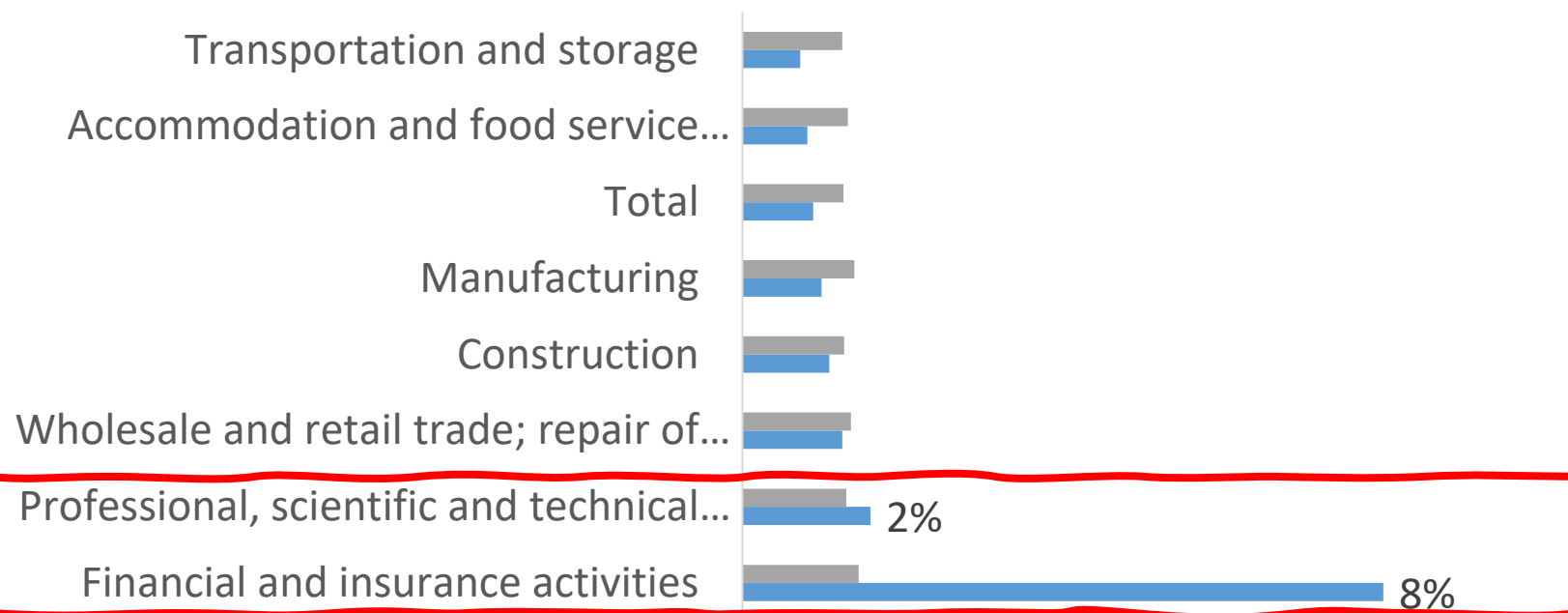
SWLEP HR1 Redundancy Notifications



Financial and Professional services were disproportionately high in SWLEP in Jun-Jul

SWLEP Proportion of HR1 Redundancies (% Total)

■ SWLEP % Total Employment ■ SWLEP % Jun+Jul HR1 Redundancies



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Recap

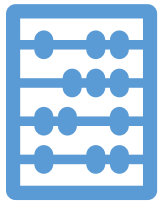


Recap: vacancies improving, but



Job & apprenticeship postings

- Month on month increases continued since May through to Aug
- Apprenticeships showing strong growth in Aug



Claimant figures

- Continued to increase in SWLEP reaching 4.8% of residents aged 16-64 compared to 2% before the lockdown; still 1.7% below England average, but after months of slower rises was in step with the national increase in July



HR1 data

- Redundancies increasing across most sectors nationally
- SWLEP reporting above-average levels of Financial & Insurance redundancies



Coronavirus Job Retention Scheme (CJRS) and Self-Employment Income Support Scheme (SEISS)

- The number of furloughed and the value of claims continued to climb in July, but slower than in June to nearly 9.6m employment and £31bn nationally by 31 June
- All sectors and sizes of companies reported slight increases, however, the daily figure for furloughed peaked in early May and has been gradually declining
- Proportion of the self-employed on income support scheme in Swindon remained above the national average and in Wiltshire below the national average in Jul